

Mountainland Region Edition

July 2001

in this issue

Olympic Update	2
Labor Law Posters	2
Information Gold Mine . . .	3
UI Claim Center Update . .	3
OJT Program	3
Youth Job Fair	4
Business Consultants . . .	4

State of Utah
Governor Michael O.
Leavitt

Department of
Workforce Services
Robert C. Gross
Executive Director

Mountainland Region
Melissa Finch, Regional Director
150 E. Center St. #3200
Provo, UT 84606 • (801) 374-7740



EMPLOYER *Update*



Utah County Hosts Economic Summit

Businesses, local government strategize for economic expansion

An Economic Development Workforce Summit held on May 1 was inspired by Governor Leavitt's call for Utah to have a "transition game" to deal with the changing economy.

Representatives from local and state government, BYU, Utah Valley State College, and local high schools, along with local business leaders from Utah, Wasatch and Summit counties met to develop goals and strategies to address workforce development needs, employee recruitment, partnerships, and economic expansion for the future. Joyce Johnson, regional marketing coordinator for the Department of Workforce Services, said one of the tasks participants agreed to

Utah will have a stable economy, but the key will be making sure it has workers for the jobs available.

Brad Whitaker, Commission for Economic Development, Orem

take on was looking at Utah's graduates to see if they are getting the training needed to get jobs. Another idea is to create a database that would track graduates in various job fields living in the area, as well as BYU and UVSC alumni who live out of state that might return if there was a job for them. This would be a valuable asset for companies in Utah as well as those relocating. Focus on educating children in elementary school on the variety of careers and training needed is also a must. The summit was a success that will be built upon in the years ahead.

Taken from an article by Donald W. Myers, The Daily Herald

employer spotlight

By Diane Hicken, Heber Employment Center

The Homestead has been a world class destination resort for over one hundred years. It is the largest private employer in Wasatch County, one of Utah's fastest growing areas. The Department of Workforce Service (DWS) has a long partnership with the Homestead in providing referrals.

An outstanding partner in the community, the Homestead has provided employment for many people including the youth who can gain valuable cus-

tomers service experience by serving visitors from all over the world. Britt Mathwich, General Manager, and past President of Heber Valley Chamber of Commerce, is involved in numerous community activities as well as serving on the Mountainland Regional Council for DWS. Beth Hicken, HR Director, recently helped with career information at a Wasatch High School job fair and has employed many students. Thanks to the Homestead for the valuable role they play in our community!



OLYMPIC

Update

Have you thought about how the Olympics might impact your business? Whether your business is in Salt Lake or Park City, or you conduct business transactions within these areas, chances are you may be impacted.

Impacts will mostly be in the downtown Salt Lake City area and Park City. Heber City will not be impacted other than a probable exponential increase in traffic.

For those employers that conduct business with the Department of Workforce Services' (DWS) Downtown Employment Center at Expo Mart, be aware that this building may be in the center of some Olympic activities. It is only a few blocks from the medals' presentation ceremonies, and directly across from the Salt Palace. Access to the center will likely be restricted and difficult since the Salt Lake Olympic Committee (SLOC) anticipates upwards of 60,000 people per night in the vicinity of the Medals Plaza.

On 200 West in Salt Lake City there will be tents and pavilions that will encroach on the street. Traffic will be funneled down to two lanes and likely quite dense. Along 200 South there will be a fence buffer (for security purposes) between 200 West and West Temple streets. This fence will project into the street. There will be traffic control policemen directing traffic.

The Salt Palace will be media headquarters, for approximately 10,000 accredited media. These people will be coming and going during peak commuter times.

An official from SLOC suggests that you don't hit the 'snooze button' in the morning. Get rolling early, and get out of downtown by no later than 3:30 in the afternoon. In the words of the official, "You don't want to be downtown after 4:00 pm unless you plan to be part of the activities."

Beginning in June DWS will be assisting SLOC in recruiting and interviewing applicants for "games time employment." The interviews will be initially held at the Salt Lake City, Ogden and Provo Employment Centers.

labor law posters...

The following information was assembled to help employers be aware of required labor law posters. These government posters may be obtained free of charge from agencies listed below. Please note that this list should not be relied upon as an official listing of mandatory issuances.

- **Unemployment Insurance Notice to Workers** - Utah Employment Security Act (unemployment insurance benefit rights, claim, etc.) Required for all employers subject to the act.

*Available at the Utah Department of Workforce Services
140 E. 300 S. • Salt Lake City, UT 84111 • (801) 526-9400 • www.dws.state.ut.us*

- **Your Rights Under the Fair Labor Standards Act (FLSA)** - minimum wage and weekly overtime requirements. Required for all employers engaged in interstate commerce.

- **Employee Polygraph Protection Act** - prohibitions, exemptions, and examinee rights. Required for all employers subject to FLSA.

- **Family and Medical Leave Act** - provides up to 12 weeks of unpaid leave to eligible employees for specific family and medical reasons. Required for all employers with 50 or more employees working within 75 miles.

- **Notice to Employees** - Walsh-Healy Public Contracts Act (minimum wage, overtime and fringe benefits requirements.) Required for all employer and subcontractors engaged in the performance of federal contracts.

*These four posters are available at the Wage-Hour Division
US Department of Labor • 10 W. Broadway • Suite 307
Salt Lake City, UT 84101 • (801) 524-5706 • www.dol.gov/dol/esa/*

- **Job Safety and Health Protection** - Occupational Safety and Health Act of 1970 (safety and health in the workplace). Required for all employers.

- **Utah OSHA Statistics** - Occupational Safety and Health Act of 1970 (job-related injuries and illnesses which occurred during the past year; must remain posted between February 1 and March 1 of the following year. Required for all employers with 10 or more employees.

- **Worker's Compensation Act Notice** - statement that employer is insured in event of industrial injury or illness and that a fraudulent claim is a crime. Required for all employers. Also available through employer's insurer.

*These three posters are available at the Utah Labor Commission
OSHA Division • 160 E. 300 S., 3rd Floor • Salt Lake City, UT 84111
(801) 530-6901 • (801) 530-6800 (Worker's Comp.)*

- **Equal Employment Opportunity is the Law** - Title VII of the Civil Rights Act of 1964 and the Americans with Disabilities Act (prohibits discrimination for protected classes). Required for all employer with 15 or more employees and federal contractors.

*Available at the EEO Commission
3300 N. Central Ave., Ste. 690 • Phoenix, AZ 85012-9688 • (602) 640-5000*

Information Gold Mine

Conveniently Available

Where can you get information such as economic trends in your area, largest employers, population, the unemployment rate, plus more, quickly and easily? At the Economic Information portion of our website:

<http://wi.dws.state.ut.us/>.

This information and much more is contained in our labor market information publications targeted for employers and are available in their entirety on our website (click on Publications). You can read, download or print out all or parts of them as you like. Under the Employers button you'll find quick reference tools, such as county fact sheets, sub-state wage tables and a list of Utah firms by company, industry and area (FirmFind). You can instantly link to the Bureau of Labor Statistics, the U.S. Census site, and others.

Utah Occupational Wages

Provides wage data for nearly 300 occupations.

County Newsletters

A report of the area's economic indicators by county. Includes data on non-farm jobs, unemployment, labor force, gross taxable sales, car sales, tourist room sales, building permits, and economic events.

Utah Employers, Employment & Wages by Size

A report of employment, wages, and numbers of employers by firm size. Provides data for detailed industrial sectors and counties. Also available on CD.

Key Labor Market Information

Historical county-level labor force, nonfarm-job wage, personal income, population and per capita income data.

Annual Report of Labor Market Information, 1999

Primarily contains aggregated employment and wage data by area and industry. Compiled data from virtually all of Utah's nonfarm employers (over 57,000). Some labor force and unemployment data are included. The information is displayed in over 40 tables and charts.

Utah Equal Employment Opportunity Info., 1997 Estimates

Compilation of the Utah population and labor force by ethnic group, race and gender 1997 data. Used to design affirmative action and EEO plans.

County Demographic & Economic Profiles

Currently available for the following counties:

Cache (7/97); Davis (9/96); Duchesne (4/97); Iron (9/97); Salt Lake (7/97); Sanpete (8/98); Sevier (7/98); Tooele (2/99); Washington (6/98); and Weber (1/97).

You can also order hard copies by calling (801) 526-9786.

DWS UI Claims Center Answers One-Millionth Call

The Unemployment Insurance Claims Center (UICC) strives to provide exceptional customer service to Utah citizens. Since its creation in 1997, UICC has achieved international recognition for innovation, for processing over 260,000 UI claims, for reducing the time to file a claim by over 66%, and for answering over 850,000 inquiries. Now the UICC has added another milestone - its one-millionth call. For more information call (801) 526-4400 or 1-888-848-0688.

Thanks for Participating in OJT Program

DWS would like to thank two companies, the R. Jorgensen Company of Salt Lake City, and Carpenter Seed of Provo, for participating in the On-the-Job (OJT) Program. The OJT Program is a unique way for employers to obtain the skills desired in an employee and be reimbursed up to 50% of his/her wages for providing the training.

The R. Jorgensen Company utilized this program to train Mike Georgi in sales, repair and maintenance of heavy machinery. When the OJT contract ended Mike was retained as a permanent employee. Training was completed in six phases to ensure the desired outcomes.

Owner Roger Jorgensen has an excellent relationship with his employees, including the trainee Mike. Roger was patient in the training, commenting that he thought "Mike was his own worst critic." Mike's response was, "I wanted to learn as much as I could as quickly as I could...". The R. Jorgensen Company is to be commended for seeing potential in people and providing patient and caring training.

DWS would also like to recognize Carpenter Seed of Provo. Owners Ryan Taylor and his family felt that new immigrant Sergey Lazykov from Russia deserved a break in his new country.

They hired and trained Sergey in small engine repair, through the WIA Adult OJT Program. Though he had previous limited experience in the field, Sergey needed to familiarize himself with American small engines and learn specific methods. Carpenter Seed hired Sergey in the winter during their slow season which allowed for personal tutoring. Sergey spoke little English when he was hired; however, English classes and interaction with others increased his language abilities.

For more information on OJT contracts, contact your local Business Services Consultant listed on the back of this newsletter.

Utah Department of Workforce Services
Executive Director's Office
P.O. Box 143100
Salt Lake City, UT 84114-3100

Return Service Requested

Presorted
Standard
U.S. Postage
PAID
Salt Lake City, UT
Permit #4621

Mountainland Region

Provo Youth Job Fair Held May 4

By Casey Peterson, Provo EC

Employers juggling bags of candy, company banners, and applications; students faces etched with anxiety over first job interviews, and DWS employees in doorways and under tents directing traffic was the sight at the Provo Employment Center (EC) on Friday May 4.

"We welcome this magnificent event," said usher Si Homsavad as the 450 youth ages 14-24 poured into the parking lot. Over 20 employers from Utah County attended the fair to fill a variety of youth friendly positions. "We enjoy

the job fair set up, both for advertising purposes and for our hiring needs," said the manager of Shopko. "I was especially impressed with the quality of applicants," said Darren Pratley of Epixtech. BRG Research commented that "advertising was really good, flyers were posted in several places in the community." And Teleperformance complimented DWS staff for running a "well attended, well managed, and professional job fair."

Both the youth attending, and some parents, were grateful for the volume and variety of job openings represented. "There were over 100 different

jobs represented in one place," commented one graduating senior. "This saves us from running all over town looking," said another. From another: "This is the first time I've applied for a job."

Provo EC Manager Karen Daniels hopes this will become an annual event linking DWS, employers, and job seekers and stated, "To serve this many individuals in the community in one afternoon was very fulfilling." The job fair provides kids with an opportunity to prepare for the real world.

Business Consultant Listing

EC Location	Business Consultant	Phone
Park City	Tom Anderson	435-649-8451 x31
Payson	Kaye Stewart	801-465-5317
Payson	David Anthony	801-465-5300
Provo	Alan Christofferson	801-342-2702
Provo	Kent Gygi	801-342-2622
American Fork	DeAnn Cardon	801-492-4510
All areas	Irwin Purcell	801-342-2629
	On-the-Job Training Info.	
All areas	Mark Knold	801-526-9458
	Regional Economist	